

Differentiated Staffing

As stated in the lecture, differentiated staffing is a concept that proposes specialized use of personnel. It is similar to how the medical profession separates duties. Meeks (2011) noted that there was a rise in the interest of differentiated staffing in the 1960s to increase the cost-effectiveness of faculty dollars. The idea was a tiered-labor model ranging from educational aides to expert teachers.

This would impact my campus by allowing me to hire more staff members to achieve a lower student to staff ratio and to improve overall student achievement. It could also increase professionalism among the certified teachers. The division of labor could be accomplished with teacher's aides, intern teachers, teachers, and master teachers. We would no longer be restrained to a 25 students to 1 teacher ratio. Classes could be larger. Teacher's aides could assist with classroom management, logistics, copying, and grading. Intern teachers could have some teaching responsibilities, but the regular teachers would supervise them. There would be fewer regular teachers who would make rounds through the classes. Each grade level/subject area would have a master teacher who would be responsible for all of the teachers, interns, and aides in the grade level/subject area. The master teacher would be an expert in the curriculum, coordinate lesson planning, and assign teaching roles.

Overall, the number of staff members required for a certain number of students would be less. In addition, the number of regular certified teachers would be less. However, the number of interns and aides would increase. This would result in a smaller budget for staff salaries and benefits. The division of labor would improve job satisfaction of all staff members. Currently, classroom teachers are expected to do the work of at least three people. Teachers usually work 40 hours a week in addition to the time spent actually instructing the students. This would be a great benefit to my campus and would help us reach our goals of being an Advanced Achievement school.